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Scott. II-27—100,000—25-4-46.

E. & P. H. (195 48) Department.

MS. SERIES.

G.O. No. 294 Edn.

Dated 14--2--1948.

[Despatch Abstract.]

SCHOOLS - Aided Elementary School Teachers - Improvement of conditions of service - Proposals dropped.

D.O. Office of the Director of Public Instruction,
Cathedral P.O., Madras, Dated 30th Septr. 1946.

My dear Viswanatha Iyer,

Ref: D.O.No.30909 C-1/46-1, Education, dated 19-6-1946
and D.O.No.39177 C-1/46-1, Education, dated 19-7-1946.

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2. I must first of all express my regret that owing to more urgent work I have not been able to send you a reply till now.

2. In the first D.O. I was requested to examine the representations made to the Minister and to put up proposals for raising the status of teachers on matters on which action could be taken immediately. In the latter D.O. I was asked to put up proposals for improving the status of teachers in aided elementary schools in all respects except those involving finance. May I point out to you that it would be practically futile to discuss any proposal for improving the status of teachers which does not involve finance? It may all be very well to extol the status of the old gurus who were respected and loved by their pupils, but who did not depend on extra salaries for their own maintenance. The position of a present day teacher in an elementary school has got to be judged by the environment in which he is living. He has got to live a decent and respectable life and he has got to maintain his own family on an equal status. You will realise that a teacher who gets a grant of Rs.16/- and a temporary dearness allowance of Rs.16/- cannot maintain in these hard days a decent standard of living on that pay, paying house rent, clothing and feeding a family at home and purchasing some books and stationery which may be required for himself and his children.

3. For purposes of comparison, I shall refer to the scavengers of Madras, who have been getting a salary with war allowance of more than Rs.35/-. Considering that 4 or 5 members in the same family are employed in the same work, many a scavenger's family has a total income ranging from Rs.100/- to Rs.200/- per month. The semi-illiterate postman gets a pay of about Rs.60/-. The illiterate railway pointsman gets about Rs.70/- together with other railway concessions. An illiterate cooly earns more than Rs.35/- per mensem. Whereas the illiterate scavenger, the semi-literate postman and the illiterate pointsman or cooly do not have to maintain a status or dignity, the poor teacher after 2 years of training has got to provide for himself and his family a status and dignity, better accommodation, better food, better clothing and education for his children and all this on Rs.32/- per mensem without any hope for the future. The above comparisons will show how poor the teachers really are and how impossible it is for them to maintain the status and dignity which are required of any teacher who has to be respected by the people of the village and the pupils of the school.

4. Hence I consider that any scheme regarding the improvement of the status of teachers without taking on hand the question of revising their salaries is bound to fail. The Central Advisory Board recommended certain scales of salaries for teachers. After a full consideration of these recommendations by a conference which I held in my office, I recommended ten months ago the minimum scales of salary for immediate introduction in this Presidency. These scales are in the opinion of most people too low to be adequate to meet the requirements of the teachers. But even so, these scales would have brought about a bit of contentment amongst the low paid teachers. Unfortunately, Government have found that it is not in a position to give effect even to these scales and have now decided to increase the grant by Rs.2/- only. I fear that this decision of Government will increase the discontent among the teachers and might cause them to follow the example of subordinates of the Postal

and Railway Departments, who had to report to strikes so as to secure better conditions of service. I would, therefore, very strongly urge on Government the absolute necessity of tackling this problem without delay. It is essential to give adequate salaries to the teachers so that they might thereby improve their own status as school teachers. The situation has naturally become even more acute since the Bombay Government announced in the middle of August 1946 that the elementary school teachers in that Province will henceforth be on a scale of Rs.30-1-50 with a selection grade of Rs.50-2-70-5/2-75 for 15 per cent of the cadre. In addition to this, the Bombay teachers are entitled to dearness allowance at full rates applicable to Government servants.

5. As regards the representations made by certain unions to the Minister, the majority of the demands made therein refer to finance. The managers want 25% of the assessed grant in addition to the 15% to which they are now eligible. The mullah teachers want a grant of Rs.15-20 instead of Rs.5/-. The teachers want a minimum salary of Rs.40/-. They want a scale of pay, monthly payment of salary, direct payment to ~~grant~~ the teachers, dearness allowance from 1-1-45, assessment of grant per teacher per class instead of according to the strength in the school, duty allowance to all headmasters, grant towards rent and contingencies, higher merit grants for higher elementary schools, etc.

6. In G.O.Ms.No.1495, Education, dated 31-7-46, Government have permitted managements to have 15% of the assessed grant provided they do not levy fees. This will no doubt give teachers the full grants other conditions being satisfied. The system of providing Mullah teachers for aided Mappilla schools was extended for one year from September 1945. Though the system has not been productive of any results, further continuance of these will have to be considered in view of the fact that anything which has become a vested interest is difficult to take away. The question of scales of pay for elementary school teachers is before Government. The question of payment of grant direct to the teachers and once a month was once considered, but found too expensive as it required extra establishment in the offices of District Educational Officers and Inspectresses - vide this Office letter No.4257 B/43 dated 8-4-44, Government Endorsement No.27158-C.1.46/2, Education, dated 14-6-46 and this question of monthly payment of grant whether directly or indirectly to the teachers is being considered once again, and if it is ~~at~~ at all possible to arrange this without involving much extra expenditure on controlling staff, I shall certainly put up proposals as early as possible.

7. Some of the other demands made in the representation can certainly be considered by Government. For instance, in regard to the Provident Fund, it is a well known fact that in many cases the management's contribution is paid by the teacher himself. When the teachers are ~~a~~ a party to this irregularity, there is no way of eradicating the evil. When most of the managers are as poor as they are at present, there is no doubt that the evil will continue. It is a point ~~of~~ for the consideration of Government whether the contribution of the teacher may not be increased and whether Government may not contribute an equal amount towards the teacher's provident fund eliminating the management's contribution altogether.

8. As regards the fixity of tenure of teachers in schools, the present rules provide that 3 months' notice should be given before a teacher is discharged from service but that in special cases with the permission of the inspecting officers a teacher

can be removed without notice. I am not sure whether anything further can be done in the matter. If a teacher who wants to leave is compulsorily kept in the school ~~xf~~ or if a ~~xxxxxx~~ manager who gets rid of an unsatisfactory teacher is compulsorily made to retain the teacher in school, the position will probably become worse to the teacher himself and his work in the school will be naturally unsatisfactory. With some responsible managements, such as registered committee managements and Mission managements, the teachers certainly have a more fixed tenure and more contented life. When all schools are under responsible committee managements and when teachers have a representative on such committees, the status and tenure of service will certainly be more safeguarded than it is now.

9. The demands for State aid for equipment grant seems to be meaningless because grants are given in all cases where managers apply for grants. Here again it is only when we get managements with some financial equilibrium that we shall get adequate equipment in elementary schools. Grant towards rent and contingencies are not given at present. The question of grant towards rent of elementary school buildings in towns of 50,000 or more population may perhaps be considered at 10% of the assessed grant for the school.

10. As regards sick leave, till about a year ago, teachers were not eligible for any leave with grant for the period unless no substitute was appointed for the period. Now half a month's leave per year has been given. This may perhaps be raised to one month with the proviso that the total amount of such sick leave throughout his service should not exceed 8 months.

11. The request for representation of elementary school teachers on text-book committees and committees for syllabuses and on the Elementary School Leaving Certificate Board are in my opinion legitimate demands which should be considered. I shall examine this question more carefully and put up proposals in the matter.

12. The demand that teachers should be allowed to take part in political activities may be turned down without hesitation. If teachers were to indulge in political activities, they are sure to neglect their work in the school entirely and they will be leaders of faction in their own villages. Hence it is absolutely essential that they should keep aloof from all political activities. The demand that there should be no cut in the grant given on behalf of the teachers on accountx of defects in the school cannot be accepted. In my letter R.C.No.1800 B/45, dated 2-10-1945 I suggested that for defects which a manager is responsible, the manager should be penalized, but for defects in the actual working of the school, the teachers will have to be penalized.. As this principle has now been accepted by Government, the distribution of grant among teachers will be more equitable in future. It has been ~~represented~~ in one of these memorials that only the teacherx who is responsible for irregularities or slack work etc., should be penalized and that cut in grant should not be applied for the whole school. I cannot ~~xxxpx~~ accept this principle because except in the case of very grave irregularities where action can be taken under rule 154 Madras Educational Rules, the teachers in a school should be held collectively responsible for the work and conduct in the school. Similarly the demand that no cut should be given for poor attendance at visits or inspections is totally unacceptable. It is really at the surprise visits that the real condition of the school becomes clear to the inspecting officer.

13. There is also a suggestion that untrained teachers who have put in long service may be permanently exempted. Those who

are within reasonable age are asked to go for training, but those who are not, are exempted so xx long as their work continues to be satisfactory.

14. The question of reducing the number of working days from 220 to 200 has been considered several times and has been negatived by the department and by Government. Elementary schools in other countries work for more than 220 days and the scheme of basic education contemplated working the school for more than 220 days. As regards holidays for elementary schools, the rules already provide for giving the holidays to suit local requirements and it is open to the management to take advantage of this concession.

15. Suggestions made regarding basic education, free compulsory education, free midday meals, medical inspection and the teaching of English in elementary schools have already been dealt with or are being dealt with by Government and need no further remarks.

16. As regards the recommendation that aided managements should not be abolished, neither the department nor the Government has so far contemplated the abolition of aided managements.

17. As regards Teachers' Associations, it has been suggested in the Memorial that the Inspecting Officers should not control these organisations. I cannot accept this suggestion because the teachers' associations are primarily meant for departmental purposes so as to improve the knowledge of the teachers both in regard to methods of teaching and in regard to departmental rules and regulations that are enunciated from time to time. The presence of the Inspecting Officer at these meetings has got a wholesome influence on the working of these organizations.

18. The suggestion that one teacher should be allowed for every 15 pupils instead of 20 as at present cannot be accepted. The present rule is quite liberal enough and there is no need for further change.

19. Grants for buildings damaged by cyclone have already been sanctioned by Government.

20. The suggestion that there should be a moderation board for the Elementary School Leaving Certificate examination of the VIII Standard may not be accepted.

21. I have considered the question of giving some relief to teachers of elementary and secondary schools (whose salaries xxxx are less than Rs.60/- per mensem) by way of free education of their children up to the high school stage. In view however of the fact that if the management of a secondary school is required to educate children of teachers other than those working under them in that school without charging any fees, the question of compensating the aided and probably also the local board managements will necessarily arise. We may also have to fix a limit for the number of children of each teacher who is to get relief. Remembering that we have about 1,00,000 elementary school teachers and about 15,000 secondary school teachers with a pay of less than Rs.60/- per mensem all of whose children will have to be given this benefit and taking everything into consideration I feel that on the whole it is much better to pay the teachers an adeuate salary such as the one granted by the Government of Bombay than to consider the question of giving free education to the children of such teachers without increasing their pay. It will also be difficult to restrict this concession only to teachers if as is probable it is claimed by all low paid staff of all departments of Government as well as of Local Bodies. I consider

however that it is just and proper that each management should be prepared to educate free of cost the children of a teacher working in their institution so long as the child studies in the same institution and that it is not necessary to compensate the management for the loss of free income in such cases.

22. I may add that questions regarding the pay, status etc. of teachers will be considered at the conference of departmental officers to be held next month and at the general conference which the Hon'ble Minister has decided to hold in a short time later.

Yours sincerely,

Sd/- x x

To

P.S.Viswanatha Iyer, Esq., M.A., I.C.S.,
Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

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GOVERNMENT OF MADRAS.

EDUCATION AND PUBLIC HEALTH DEPARTMENT.

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D.O.No.30909 C/46-5 Edn.

Madras, dated 7th May 1947.

Dear Dr. Savoor,

AIDED Elementary Schools - Improvements of the position and status of teachers.
Your D.O. to Mr. Viswanatha Ayyar dated 30th September 1946.

I am desired to say that the Government have examined the various proposals made in your D.O. cited above and they agree with the views expressed by you on the following matters.

1. Fixity of tenure of teachers.
2. Payment of equipment grant to aided elementary schools.
3. Number of pupils per teacher.
4. Special allowance to headmasters of schools.
5. Participation of teachers in political activities.
6. Control by inspecting officers of Teachers' Associations.
7. Cut in the grant given on behalf of teachers on account of defects in schools.
8. Permanent exemption of untrained teachers who have put in long service.
9. Admission to Form IV of candidates who have passed E.S.L.C. Examination.
10. Setting up a moderation board for the E.S.L.C.Examination.

2. The Government do not accept your suggestion that contribution of the teacher to the Provident fund may be increased and that Government may contribute an equal amount, eliminating the management's contribution altogether. They, however, desire that the allegation that not less than 98 per cent of the teachers in the Ernad Taluk, Malabar District has still to be admitted to the Provident Fund should be enquired into and necessary measures taken to remedy this state of affairs. They are of the opinion that it is the duty of the inspecting officers during their visit to schools to see whether the rules in this regard are properly observed and to withdraw the recognition, if necessary.

3. You have suggested that grant towards rent of elementary schools in towns with a population of 50,000 or more may be paid at 10% of the assessed grant and that the period of sick leave given to aided elementary school teachers may be increased from half a month to one month with the proviso that the total amount of such leave during the teacher's service should not exceed 8 months.

4. I am to ask you to furnish an estimate of the annual additional expenditure involved on account of the proposals.

5. The proposals for the representation of elementary school teachers on Text Book Committees, committees for syllabuses and on the E.S.L.C.Board promised by you, are awaited.

Yours sincerely,
Sd/- x x

To
Dr.S.R.U.Savoor, M.A.,D.Sc.,(Lond), I.E.S.,
Director of Public Instruction, Madras.

EDUCATION DEPARTMENT.

From

Dr. S.R.U.Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education and Public Health Department, Madras.

Roc.No.1601 B2/47, dated 21st September 1947.

Sir,

Ref: Your D.O. letters Nos.20909 C1/47-5, Edn., dated 7-5-47 and 46-6. Edn., dated 29-7-47 and my letter Roc.No.1601 B2/47, dated 14-8-47 regarding improvement of position and status of teachers in elementary schools etc.

With reference to the proposals contained in para 3 of your letter dated 7-5-47 and in continuation of my letter quoted above I have the honour to state that the annual extra cost involved in the proposals would be as follows:-

(a) On account of grant towards rent of elementary schools in towns with a population of 50,000 or more at 10% of the assessed grant. — Rs.95,566 or Rs.95,600.

(b) Due to increase of period of leave from 1/2 month to 1 month (with the proviso that the total of such leave does not exceed 8 months during the entire service of a teacher. — Dearness allowance Rs.368904 or Rs.368900

Teaching grant Rs.412664 or Rs.413000.

Sd/- x x
For Director of Public Instruction.

P.T.O.

GOVERNMENT OF MADRAS.
Education and Public Health Department.
Post copy of telephonic message dated 8th October 1947.

From the Assistant Secretary to the Government of Madras.
To the Deputy Director of Public Instruction, Madras.

SCHOOLS - Aided Elementary - Improvement of Position and Status of teachers.

Director's letter No.1601.B2/47, dated 21st September 1947.

In the letter cited above, the additional cost on account of the increase of leave to aided elementary school teachers from half a month, to one month is estimated at Rs. Rs.7,81,900/- per annum. Please say on what basis the estimate has been arrived at and indicate the details of the calculation.

2. It may be pointed out that not every teacher, even under the leave percentage, that will get extra sick leave for half a month and there is also the maximum limit of 8 months to be taken into account. Please say whether the above points were taken into account while estimating the cost. The reply may kindly be sent before the evening of the 9th October 1947.

POST COPY OF TELEPHONIC MESSAGE DATED 10-10-1947.

From - The Director of Public Instruction, Madras.

To - The Secretary to Government, Education and Public Health, Department.

Sub: Aided Elementary Schools - Improvement of position and status of teachers.

Ref: T.M. dated 10-10-47 on Director's Letter Roc.No.1601 B2/47, dated 21-9-47.

The estimate submitted is based on the reports of the inspecting Officers, and no detailed information in regard to how the amount is arrived at is available in this office. It is presumed that the points referred to in para 2 of the T.M. have been taken into consideration by the Inspecting Officers while submitting their estimates.

Sd/- x x
For Director of Public Instruction.

P.T.O.

EDUCATION DEPARTMENT.

From
Sri D.S.Reddi, M.A., (Oxon),
Director of Public Instruction, Madras.

To
The Secretary to Government,
Education and Public Health
Department, Madras.

R.C.No.1601 B2/47, dated 15th January 1948.

Sir,

*Sub:- Aided Elementary Schools - Improvement of the position and status of teachers.

Read: My D.O.letter dated 30-9-1946 and your D.O. No.30909 C/47-5 Edn, dated 7-5-1947.

1. With reference to the last para of your D.O. letter referred to above, I have the honour to submit the following report.

2. The proposal for reconstituting the Elementary Schools T.B.C. has been approved on 3-10-1947. Three teachers, two men and one woman, who are trained graduates and heads of higher elementary schools have been appointed as members of the Text Book Committee, as representatives of Elementary school teachers, for a period of 3 years from 1-4-1947.

3. The appointment of representatives of Elementary school teachers on the committees for revision of syllabuses for Elementary schools will be considered when such committees are appointed. At present there is no syllabus revision committee.

4. There is no separation Board for the VIII standard public examination. The T.S.L.C. Board has been entrusted with the work of setting question papers for the VIII standard public examination and to look after other affairs connected therewith. It is felt that there is no need for a separate Board for the conduct of the VIII standard Examination as the T.S.L.C. Board which is in charge of the conduct of the VIII Standard Examination consists of a number of heads of training schools who have an intimate knowledge of elementary sections or model sections attached to the Training schools. Further the VIII Standard public Examination is held only as a temporary measure from 1942. The question of representation of Elementary school teachers on the E.S.L.C. Board does not therefore arise. I may however inform Government that almost all the Assistant teachers are teachers actually working in Elementary schools.

Sd/- x x
For Director of Public Instruction.

GOVERNMENT OF MADRAS.
Abstract.

SCHOOLS - Aided Elementary School Teachers - Improvement of conditions of service - Proposals dropped.

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EDUCATION & PUBLIC HEALTH DEPARTMENT.

G.O.Ms.No.294 Edn. Dated the 14th February 1948.

Read: From the Director of Public Instruction, R.C. No.1601 B2/47, dated 14-8-1947.
From the Director of Public Instruction, R.C. No.1601 B2/47, dated 21-9-1947.
From the Director of Public Instruction, R.C. No.1601 B2/47, dated 15-1-1948.

ORDER:

R E C O R D E D.

2. The Government consider that the proposals of the Director of Public Instruction to sanction a grant towards rent for aided elementary schools buildings in towns with a population of 50000 or more and to increase the period of sick leave admissible to aided elementary school teachers should be deferred.

(By Order of His Excellency the Governor)

Sd/- x x
Secretary to Government.

To the Director of Public Instruction.

(True copy)

A. Thiagarajan 2.2.54
OFFICE ASSISTANT, ~~M.R.O.~~
MADRAS RECORD OFFICE.

BN 20/2/54
20/1/54

KRVD.10.12.